

TDU Rank & File Convention, Nov. 10-12, Pittsburgh

Register now for convention and accomodations at Westin William Penn hotel—details pp. 6-7

TEAMSTER CONVOY DISPATCH

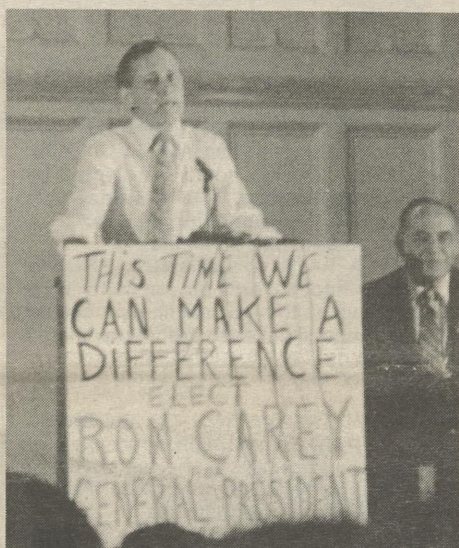
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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1989 #91

Ron Carey Running for IBT President

Speaking before 2,000 cheering members of Local 804, the local he has led for 22 years, Ron Carey announced his candidacy for International General President. "We need a union responsive to the membership," Carey



Ron Carey

said, explaining why he has decided to take on the challenge to become the first president of the IBT to be elected by the rank and file.

The enthusiasm of his membership

comes as no surprise. Carey, a former UPS delivery driver, is much admired in his 7,000-member local, which represents Teamsters at UPS and numerous warehouses, shops and trucking terminals. Local 804 has a reputation of strong unionism, which has shown itself during the years in grievances, contracts, and some of the best working conditions in the country.

Carey is well known to his membership from his many visits to the various shops and barns in the local. They'd gladly vote him a raise, but his salary remains less than that of the French chef at IBT headquarters, as *Newsday*, a New York newspaper, pointed out (\$45,000 a year for Carey, \$52,000 for the chef). Carey's total compensation in 1988, including expenses, was \$60,561.

Carey has taken on major employers as well as top IBT officials. In 1987 Local 804 UPS members voted by 90.3% to reject the national contract after Carey called it a "sellout." It was imposed nationally despite a 53% overall rejection, and Local 804 then went to court to fight for majority rule. Carey noted in his speech that he takes pride in his part in the struggle to win majority rule for all Teamsters.

In declaring his candidacy, Carey spoke eloquently for change at the top of the union saying, "Our union's negative image has been formed because of the 5% of union officers who are corrupt. ... I want to build a union leadership that helps local unions and the members solve problems, instead of using problems as excuses to do nothing. A leadership that asks, 'How can I overcome this obstacle'—because we will face many obstacles as we make this union as great as it can be."

After his announcement, hundreds of Local 804 members crowded around the candidate, shaking his hand and volunteering to become a part of a coast-to-coast campaign during the next two years.

Ron Carey thus became the first declared challenger for the office of General President. He will be on the ballot in 1991 in the first-ever election of our union's 18 International officers by referendum of all 1.6 million Teamsters. Other challengers are sure

to emerge, either for president or for other positions in that historic election. Carey explained that he is an independent candidate, but is looking to build a reform coalition to lead the union forward.

TDU Convention, Our First Step

A major component of this electoral process will be in our local unions. In about one year, each and every local union will begin to hold elections for delegates to the IBT Convention, where candidates will be nominated and where the IBT Constitution and union policies can be totally revised. Every member of this union has a role to play in shaping our future.

Candidate endorsements, delegate elections and platform issues will be discussed at the upcoming TDU Rank & File Convention, Nov. 10, 11 and 12 in Pittsburgh. If you want to be part of making history in our union, use the registration form on page 6 and plan to be there.

They Don't Speak for This Teamster

Why Is Our Leadership Dragging Us Down?

Diana Kilmury
Local 155
Vancouver, B.C.

In the August and September issues of the *International Teamster* magazine, I have read with great interest the exchange between the court-appointed Administrator, Judge Frederick Lacey, and the IBT General Counsel, James Grady. I feel it is important that another Teamster viewpoint be presented, and I offer this one for consideration of all brother and sister Teamsters.

I was a delegate to the 1981 and 1986 IBT Conventions, from British Columbia Local 213, Canada's largest. At those conventions our union had a chance to take care of our problems. But instead, those in control raised

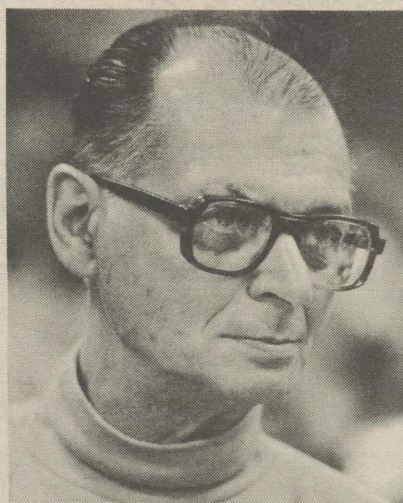
their own salaries and control, and even denounced a motion to raise strike benefits claiming the rank and file would "get too fat on the picket line."

At those conventions I raised some of the same issues that later became the subjects of the racketeering lawsuit. I made a motion that an Ethical Practices Committee be established in our union, and predicted that if we failed to clean our own house, we would be sorry to find outside forces stepping in to do it. I was denounced by the top IBT officials, but my prediction has come true.

Now we see our IBT leadership has not learned a thing. Instead of moving forward to clean up our own union,

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I'll Be at the Rank & File Convention



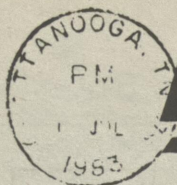
Eddie Schof
Local 804, UPS
New York City

I've worked for UPS for over 45 years and I've been to nine TDU Conventions. We're starting to see some good changes, like Majority Rule, and I'm looking to see more. The president of our Local 804, Ron Carey, is running for General President, and we've won the Right to Vote. At TDU Conventions I meet Teamsters who believe improving our union is more important than watching TV every night. Come meet them.

Teamsters for a Democratic Union
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(313) 842-2600

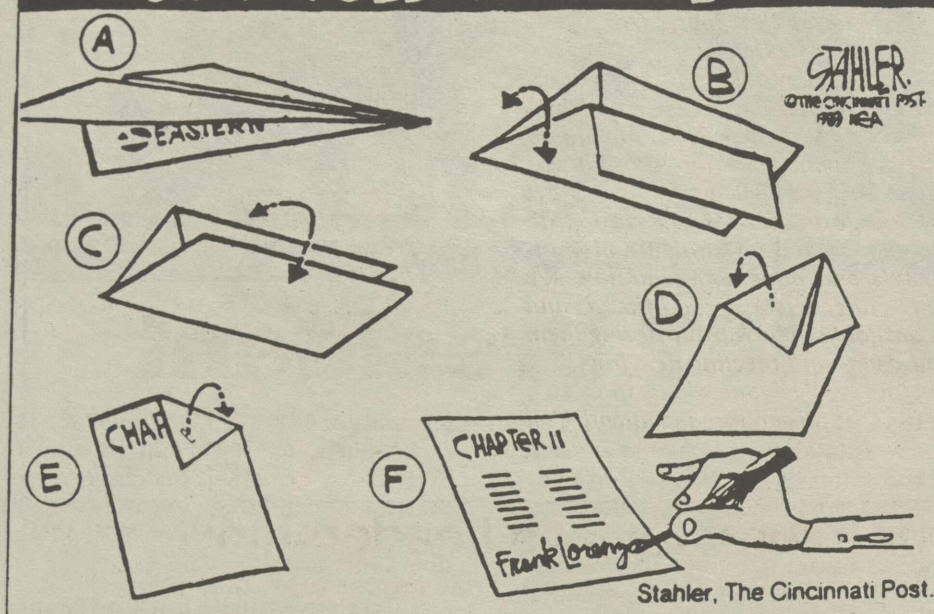


This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.



From the Members

HOW TO FOLD AN AIRLINE



BOYCOTT EASTERN AND CONTINENTAL AIRLINES

Solidarity With Eastern Strikers

The Eastern Airlines union employees with their picket signs have strife written all over their faces as they walk a picket line that has no usefulness. Passengers crossing those picket lines may not recognize what these strikers stand for. Their concerns are cheap air fares. Non-union labor is in every industry nationwide and it's growing at a rapid pace.

I suggest and challenge every union, the Teamsters, UAW, Machinists union, Air Line Pilots Association and others, to adopt an amendment into their constitutions similar to the following:

The union shall impose a nationwide strike of all parties remaining, against any company attempting to lock out, declare bankruptcy, change name or management, or divert company assets to any affiliate to avoid union contracts. This rule shall be invoked on 30 days-written notice.

The president of the United States has not intervened in the Eastern strike because it hasn't affected vast numbers of passengers. But if this constitutional amendment was enacted in the pilot's union, for example, and every union pilot walked a picket line in support of this strike, it would not last six months.

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MOVING?

Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded. Use the membership application in any issue of the paper to let us know you are moving, and write CHANGE OF ADDRESS on the top of the form.

Shift your attention from Eastern to our Teamsters union. I'm quite sure Consolidated Freightways, with its non-union Con-Way affiliates, is watching this strike with enthusiasm. If it can work for Eastern, why not CF?

I urge our Teamster president, William McCarthy, and the General Executive Board to take a look at this serious issue and amend the IBT Constitution with this kind of language.

Jack Roller
Local 728, CF
Fayetteville, Ga.

Preston's Survey Misleads Workers

The following letter was posted by stewards at Preston Trucking regarding a survey distributed by the company to employees.

By now you have probably received a Preston survey. We would like to point out that it is very important that you understand all the questions

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

before you answer. Some of these questions can be a little misleading and/or confusing if not thought out carefully.

Example: Question #59

Which is best at Preston?

1. pay; 2. benefits; 3. job security; 4. quality of life; 5. none; 6. all.

This question might lead you to believe that Preston just gives us these things out of the goodness of their hearts. Let's do an analysis on this question. The pay and benefits are negotiated by the Teamsters union on your behalf. Preston is obligated to give them to us under the National Master Freight Agreement and local supplements, as are all companies bound by this agreement. Job security: Your job with Preston is only as good as your union is strong. Without the union to help protect your job, you would probably be out the door in a minute if you did something Preston did not like.

Quality of work life: This is a tradeoff. Preston makes your place of work a little bit better, and in return hopes you will produce a little bit more. This is just good business.

It's very important that you understand the questions being asked. They may come back to haunt us when Preston tries to negotiate a separate contract.

Road stewards
Local 430, Preston Trucking
York, Pa.

Correction

Our last issue of *Convoy Dispatch* incorrectly carried the dateline, August 1989 #89. Members and regular readers know we had previously published our August issue. Last issue should have been dated September 1989 #90.

TDU Steering Committee

Co-Chairs:

Joe Day, Worcester, Mass., Local 170
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

John Braxton, Philadelphia Local 623
Dan Campbell, Saginaw, Mich., Local 486
J. Anthony Smith, Washington, D.C., Local 639

Members:

Scott Askey, Barstow, Calif., Local 63
Sarah Bequette, St. Louis Local 600 spouse
Sam Fenn, Los Angeles Local 63
Barbara Mooney, Phoenix Local 104
Luis Ortiz, Phoenix Local 104
O.L. Pinson, Shreveport, La., Local 568
William Stromatt, Atlanta Local 728

Alternates:

Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Luther Watson Implicated in Conspiracy

Jury Awards Knoxville Teamster \$270,000

Five years ago, Don Black, a member of Local 519 in Knoxville, Tenn., joined with some of his union brothers and picketed the local union hall demanding their rights. Black was brought up on charges by former officers of the local and convicted by Joint Council 87. He was later fired for not reporting an accident, a broken tail-light cover that was obviously broken with a hammer.

Don kept fighting and on Sept. 15 was awarded \$270,000 by a Knoxville jury in compensatory and punitive damages. Black's case was built around the theory that Luther Watson, in his role as the head of Joint Council 87 and

through his influence in the Southern States Joint Area Committee, had conspired with the former officers of Local 519 and with Black's employer, PIE, to remove him from the union and from his job.

Witness after witness gave testimony to Watson's power and influence on these bodies and how he used such influence through threats, coercion and intimidation to get his way on the joint council and in grievance hearings.

"I feel great," Black told *Convoy Dispatch*. "I feel that justice is being done. I hope before it's all over with that Luther Watson and Joe Morgan will be history."

Court Rules TDUs Have Right To Inspect IBT's Investments

"Plaintiffs have just cause to examine IBT records ... to counter the charges IBT officials have made against TDU," a federal judge in Washington, D.C., ruled Sept. 13, in favor of two TDU members who sued the International for the right to review its financial records.

The catalyst for the lawsuit was campaign literature circulated by incumbent local union officials, many of whom also hold positions with the International, falsely accusing TDU of accepting money from employers.

J. Anthony Smith of Local 639, Washington, D.C., and Joe Day of Local 170, Worcester, Mass., filed the suit, *Smith vs. McCarthy*, in November 1988 in order to discover exactly where the IBT receives some of its funding. Prior to filing suit, Smith and Day had been denied their formal request to review IBT financial records, as is their right under the Landrum-Griffin Act.

The court order grants Smith, Day and their representatives the right to inspect and obtain copies of the books and records that show "for the years 1987 to the present (1) the entities in which IBT funds and assets are invested, including stocks, bonds, commercial paper, insurance contracts, repurchase agreements and other forms of investments, and the entities from which IBT has received investment revenues either in the form of dividends, interest or similar payments, or from the sale of investment instruments."

The order also grants the plaintiffs the right to examine the International's records of transactions in commercial paper, the plaintiff's second reason for requesting access to IBT records. "The volume of commercial paper transactions reflected in the IBT's 1987 LM-2 (\$1.5 billion) might indeed be sufficient to lead a reasonable union member to question the purpose of what

plaintiffs assert and defendants do not deny to be rapid turnover," wrote Judge Gerhard Gesell in his memorandum supporting the court's order.

'Legality Not the Issue'

"The IBT in its brief takes the position that investments by unions or foundations in securities of employers are not illegal, but legality is not the issue," the judge stated in his decision.

"The IBT officials who levelled the charges against TDU presumably felt such charges would weaken TDU's credibility with union members who would prefer that such investments, legal or not, be avoided. Given that the charges might well have had some influence on Teamster members and other concerned parties, plaintiffs have just cause to examine IBT records to determine whether IBT has engaged in similar practices and, if so, to counter the charges IBT officials have made against TDU."

A hearing is scheduled for Oct. 11 to determine whether the order will go immediately into effect or be stayed pending a possible appeal.

TDU Invites Presidential Candidates to Forum at Rank & File Convention

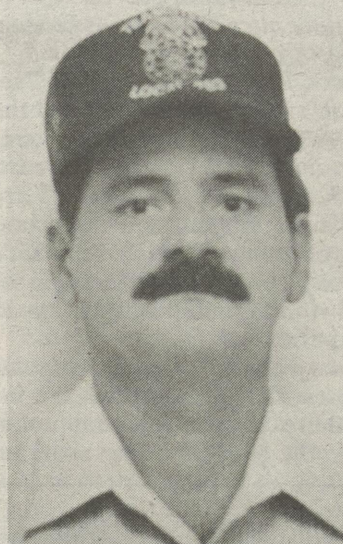
Invitations have gone out to candidates for IBT General President to address the Rank & File Convention on Nov. 11 at a special forum for this purpose. The normal business of the convention will be suspended temporarily to allow candidates to present their views and platform to the forum.

William McCarthy and Weldon Mathis, who was ousted by McCarthy in July 1988 by the 9-8 vote on the General Executive Board, have both been invited, as has challenger Ron Carey, who recently declared his candidacy.

I'll Be in Pittsburgh

Don Stone
Local 283, Souter Oil
Detroit

I am really looking forward to attending the TDU Convention in Pittsburgh in November. I was in Atlanta for last year's convention and it was an experience I will never forget. I met many good Teamsters who, like myself, are fed-up with our union officials and poor representation. We have since become good friends and I am looking forward to seeing them all again and meeting new friends. I encourage everyone who is interested in reforming our union to attend. You won't regret it.



Our International's Leadership

continued from page 1

hold our first-ever rank and file vote for International officers, and get our union moving forward again, they spend their time and our money fighting it all the way.

James Grady complains about money being spent on the cleanup. Indeed it may be costly, and we should keep all costs within reasonable limits. But let's realize a few things. First, those who brought corruption into this union, including many people sitting on the General Executive Board, are responsible for the mess we are in, not the rank and file. Second, with all this fighting and foot-dragging, they are only costing us more; after all, what do you think we pay Grady's law firm for all this fuss he is causing?

And who are these IBT officials to talk about saving money? Grady says he wants to save us a half million dollars. Brothers and sisters, are you aware that in combined union salaries last year Harold Friedman was paid over a half million dollars? This is the same Harold Friedman who was convicted in January of this year of racketeering and embezzling union funds in his ghost-employee scam. Are you aware that at the last IBT Convention, then-General President Jackie Presser was carried into a party on a sedan chair, and that party cost over a half million dollars in union funds? How about the French chef we pay, or the luxury jet planes we own? How about

the incredible multiple pension plans we pay a few officials? Even a slight cut in these expenses would provide more than enough to hold fair elections with funds left over to go for organizing and making our union stronger.

Mr. Grady is going to use our union and union funds to oppose the Election Officer in making fair rules for the upcoming election. He states that he wants to retain nearly 200 appointed delegates to the IBT Convention, rather than having all delegates elected. He objects to the word "referendum" being used to let our members know they now have the Right to Vote for all IBT officers.

The leadership of this union is fighting to block the Right to Vote. They want to control the election rules, they want to appoint their friends and relatives as delegates, they want to deny there will be an election.

It's time for all of us to get involved. To let them know that there will be an election, that all delegates will be elected, that we intend to back candidates of our choice—and vote. Some of us intend to run for those positions, and we want fair, impartial election rules.

Now that we have won our rights, let's make use of them. It's up to us to reclaim our union and make it one we can all be proud of. I would like to hear from Teamster members on these issues. You may contact me through the TDU national office.

Right to Examine Contracts Enforced

International VP George Vitale must have missed an article in the last issue of *Convoy Dispatch* on the right of union members to examine all collective bargaining agreements that a local has executed with employers. The article explained how rank and file Teamsters running for local union office or for delegate to the IBT Convention can use this right to learn the locations of employers in order to reach all union members in a campaign.

After seeing the article, TDU member Don Stone, who is running for president against Vitale in Detroit

Local 283, wrote to Vitale for the right to examine the local union's contracts. Vitale, never one to be intimidated by federal law, denied Stone this right.

TDU attorney Barbara Harvey immediately filed a lawsuit Sept. 18 and obtained a court order giving Stone permission to examine the contracts and an additional three days of campaign-time before the mailing of ballots to members.

If your local union officers refuse to allow you to see your local's contracts, contact TDU for advice on your legal rights.

As I See It ...

Our Union Needs a Program to Counter Preston's

Dominick Buscemi
Local 773, Preston
Allentown, Pa.

The author attended a recent Product Knowledge Program.

Preston's Product Knowledge Program is an excellent concept from the company's point of view. It's conducted in an open and straight-forward fashion in which Preston workers are treated like intelligent and important members of the corporation. I think it's safe to say that the self-esteem of everyone who attended was enhanced by the experience.

The flaw from a worker's viewpoint is that even though stewards are included, there is no significant union input into the program. The program

was designed to promote the company's point of view on Labor-Management relations. Unfortunately, many of the ideas actually undermine union solidarity.

For example, in one seminar, an article was included that argued for an end to pattern bargaining. Pattern bargaining, or as we know it, the NMFA, is the foundation of our bargaining strength in the trucking industry. With no alternative viewpoint being presented by the union, the company's argument that the NMFA is dead is convincing.

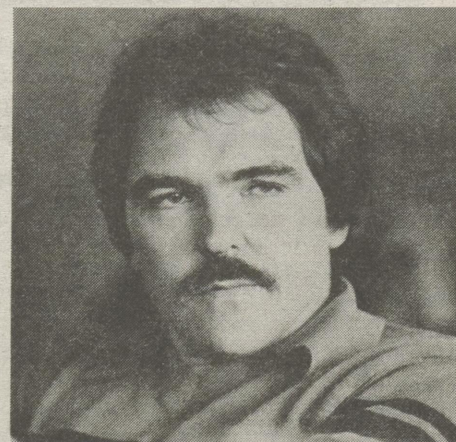
Teamwork was the strong theme at the seminar. However, what's being practiced is something quite different. Shortly after the seminar there seemed

to be a hiring shift in the Pennsylvania-New Jersey area. Road drivers were being hired in the metro terminals while drivers in surrounding terminals were not working. I contacted the home office several times to question this policy of hiring new "players" while we have "teammates" sitting on the bench. I contacted Preston in May and I'm still awaiting their answer. The teammates still aren't working steady, yet the hiring of people off the street continues.

Preston is inviting union members to these seminars to gain their allegiance for the purpose of further undermining, if not eliminating, the NMFA. They may succeed. You take a person out of their everyday environment. You pay all their expenses. You treat them with respect. You allow them to exchange ideas with people from all over the country. You give them one of the most positive experiences of their lives, and you end up having a big influence on that person's point of view.

Our Teamsters union is going to have to recognize the impact Preston is having with this program. While Preston's is the most sophisticated, other freight carriers are designing similar programs. Some local officials have recognized the danger. Local 641 in New Jersey, for example, discourages their stewards from attending. While this is a noble stand, it isn't stopping or countering the seminars. And it isn't confronting head-on the problem of a disintegrating contract.

The International should conduct



seminars of its own to educate stewards, strengthen their loyalty to our union and counter the big-business propaganda. If this isn't possible, then perhaps the IBT should at least follow Local 641's lead and discourage union members from attending until our union reviews the material at these seminars and analyzes the impact of this company indoctrination.

We have to take positive action now. Preston and other companies recognize the value to their purposes of bringing workers together, listening to them and, on the surface, treating them with the respect they deserve. Contract time is approaching and we must prepare our membership to save the NMFA and to regain the lost ground of the past few years. We can do it, but only if we present the union point of view with programs and strategies that are just as effective as the ones our employers use.



They're Coming From Memphis

These Memphis Teamsters will be at the TDU Rank & File Convention (l to r): Jackie Jenkins, UPS; Bob Jordan, Yellow; J.C. Thomas, Roadway; Calvin Davis, Roadway; Ed Buffalo, Yellow.

Local 63 Mechanics Wonder Where the Money Went

The Case of the Missing 44.5 Cents

When Yellow Freight mechanics in Local 63 met with local officials at the 1988 contract ratification meeting, they were told by both Bobby Aquino, president of Local 63 and John Deworken, business agent, of a 44.5-cent wage increase on top of the scheduled 35-cent raise provided by the NMFA. The promised increase was supposedly negotiated by Western Conference officials to create parity among all Western Conference mechanics and to establish a Class A mechanic classification.

When the ballot for the NMFA arrived, it contained a Class A classification that provided for the promised wage increase, along with a note stating, "1988 wage increases will be added to these hourly wages." Mechanics waited for the new scheduled wage increase after the contract was ratified, but all they got was the 35 cents. Bobby Aquino then filed grievances for the money owed.

On April 7, 1989, Aquino wrote to George Rohrer, chairman of the Western Conference Freight Division, saying he had been patiently waiting for word regarding the shop wage-rate cases with Yellow and Roadway. "We have been inundated by questions from our members as to why the delay is occurring in these running violation cases and I don't have answers for them because, frankly, I don't understand

myself," Aquino wrote.

A decision was reached May 29, 1989. The employers argued that only the 35-cent raise was to be added to the shop rates being paid before the agreement. Testimony from union members on the Western negotiating committee agreed with the employers. The decision from the Joint Western Area Committee (JWAC) explained that Aquino, in his initial bargaining stance, would not agree to a wage rate less than that provided in the Local 495 Rider. Further testimony showed that Aquino agreed to drop that demand if the employers would agree to include a Class A mechanic position in the agreement.

The Class A position was included, but the committee ruled that the Class A classification was for "descriptive purposes" only. Apparently it's a description of a fictional job, as there isn't a single Class A mechanic at the huge Yellow Freight terminal in Barstow, Calif. Mechanics in Local 63 were tricked by the negotiating committee, which found no merit in their grievance.

Kenneth Young, an attorney for Local 63, told *Convoy Dispatch* that the local filed suit in federal court in September to vacate the JWAC's arbitration award. Until the resolution of this lawsuit, mechanics will wait on the missing raise.

Freight Lines

Thompson Trucking Closes, Blames Company It Kept.

Steve D. Thompson Trucking shut its doors Aug. 28, just seven weeks after being sold to Frank Kennedy, an associate of Alan "The Liquidator" Musgrove. Steve D. Thompson employed 300 Teamster drivers.

Billy Boutwell, president of the defunct carrier, blamed the company's demise on the association with Musgrove. He claimed the company lost customers because of Musgrove's reputation.

The carrier could face penalties under the federal plant-closing law for shutting without proper notice to its employees. Laird Evans, president of Local 568 in Shreveport, La., claims the union is looking into the matter. In the meantime, Steve D. Thompson still owes employees back pay, sick leave and vacation benefits, as well as hundreds of insurance claims.

ANR Sends Report on 'Voluntary' Profit Participation Plan.

The figures are in on profit sharing at ANR and you guessed it, the workers' share of company profits were 0.00. How much did the average ANR employee "voluntarily" contribute to the company? About \$3,000 in the first six months.

Coastal Corporation, ANR's parent company, continues its efforts to buy or merge with another carrier, or sell ANR. With each employee contributing \$3,000 back to the company, we can see why they're taking their time.

Local 728 Gives Away the Store to ABF.

Employees at ABF in Atlanta were noticing that more and more freight seemed to be going to the rails. Their curiosity stimulated, they requested Local 728's rail agreement with ABF. Nobody could believe the document, the gist of which is, "ABF may piggyback offshore traffic to Jacksonville, Florida, from Atlanta without restriction." Jerry King, president of Local 728 and who's signature is on the agreement, did negotiate an escape clause: "This agreement can be cancelled by either party with thirty days written notice." Nobody in Atlanta is holding his breath.

CF Says: 'The Union Has Nothing to Do With It'

Gain Sharing Still a Big Question Mark

CF continues to spend hundreds of thousands of dollars trying to convince its employees that gain sharing is the greatest thing since cable TV. The problem is that nobody's buying it.

In recent meetings around the country, CF has made workers even more skeptical about the program. Representatives from Towers Perrin, the consulting firm hired to put together the program, have not been able to answer some very basic questions.

Gain sharing will be based on six factors, according to Towers Perrin reps: customer service, on-time delivery, claims, safety, maintenance and attendance. Each of these six categories must show an improvement of 1.1% in order to reach gain sharing. But how do you measure these things and who will do the measuring? No one from CF or Towers Perrin seems able to answer that question.

Manteca Breakbulk

Safety Loses to Expedience, But Yellow Freight Stays Clean

Howard Elrod, a driver for Yellow Freight in Manteca, Calif., died needlessly on the job. He was killed in a freak accident in August while doing work that he wasn't formally certified to do, hostling.

Yellow's bid hostlers are required to meet specific criteria before being certified. Howard was a shuttle and short-line driver. It was assumed that he was able to perform at the same skill level as a bid hostler. But he was in the wrong place at the wrong time, doing the wrong thing. That's three strikes in the game of safety played at Manteca.

For months employees who care about safety have been asking management to put more hostlers in the yard to alleviate congestion and eliminate the need for shuttle short-line drivers to hostile. The response from Yellow was always that they would look into it. Within four hours of Howard's death, a bid hostler was removed from the yard to work the dock, increasing the pressure on the remaining hostlers to take up the slack.

For months employees have told management about the light at the end of the terminal, which goes on and off at random. This is the light that's supposed to illuminate the dolly staging area where Howard's accident took place.

The safety man spends his shift sitting in the parking lot of a coffee shop frequented by shuttle drivers, timing their breaks and lunch stops. He's accompanied by one of the dispatchers or the terminal manager. While they sit there, the two-inch thin blacktop in the yard has turned into something resembling a battlefield with eight to 10-inch furrows and big chuck holes. This includes the dolly staging area where Howard was killed.

In March, there were several instances of dock supervisors ordering trailers to be pulled from the dock

For example, how do you measure customer service? CF: "We don't know." In fact, that was the answer to most questions asked by CF employees.

Certainly customer service and on-time delivery have to do with productivity levels. And cutting claims is a worthy goal, but how can you cut claims while management is pushing productivity? Will safety and maintenance suffer because workers tricked into gain sharing refuse to go on workers comp or write up bad equipment? Will taking your contractual sick days count against you on the gain-sharing attendance factor?

How about the big money CF is promising? Towers Perrin explained that each penny saved on cost per hundredweight will generate \$1.4 million dollars into gain sharing. CF gets 35% of these savings and workers the next 65%. If there's an improvement of

before they were closed out and had the doors shut. On more than one occasion, men were still inside working, once with a forklift, when the hostler hooked up to them. It took a month to get this stopped. Once again, expedience won out over safety.

The bid hostlers are under continuous pressure to hurry. One employee who was certified by a safety supervisor as a hostler was disqualified by a dock supervisor for being too slow. Another hostler received a warning letter for taking too much time to pre-trip a set of trailers he'd hooked and powered.

In discussion with management in the spring, our business agent suggested that the company employ a yard supervisor. The company's response was that they weren't going to pay someone to stand around watching the hostlers and drivers. Oh really? There didn't seem to be a problem paying a safety supervisor and various dispatchers to follow drivers around all night to see if they were spending too much time at the coffee shop.

You figure it out. The employees at Manteca can't. The cost for all of Yellow's ignoring of safety problems came due at about 12:30 a.m., August 25. Howard Elrod paid the price with his life. Employees are wondering who's next and how much longer will this lack of concern for the safety of the employees go on before Yellow Freight headquarters in Kansas City does something about it?

Epilogue: The hostler who was involved in Howard's accident was fired shortly thereafter. In effect, he was Yellow Freight's scapegoat for a freak accident under conditions in which he had no control. He has since suffered an emotional breakdown. Again the verdict: preventable accident, employee error.

Yellow Freight stays clean.

1.1% in each and every one of the six categories, the company will give each employee \$273 in a gain-sharing bonus. Would you trade your contractual protection against productivity standards for a possible \$273 per year?

Company presentations have mentioned a termination-for-cause clause. Apparently, not everyone will be able to get gain sharing. When questioned what this meant, Towers Perrin reps again could not answer.

While CF seems confused about gain sharing, it does know that it wants it badly. It was stated that the union will have no say in the program, that CF employees will have no choice in the matter and that gain sharing will be imposed Jan. 1, 1990, whether employees like it or not.

Many CF employees who were willing to listen to the company's proposal are no longer interested. Steve Nordmark, a dock worker at the Pocono terminal said, "I was involved in this gain sharing from the first meeting and I appeared in the film that was shown at terminals around the country. I went in with an open mind, hoping that this would be a change in the relations between the company and employees. After the last meeting with Towers Perrin and after conferring with the other workers involved in the meetings, we realized that CF wasn't

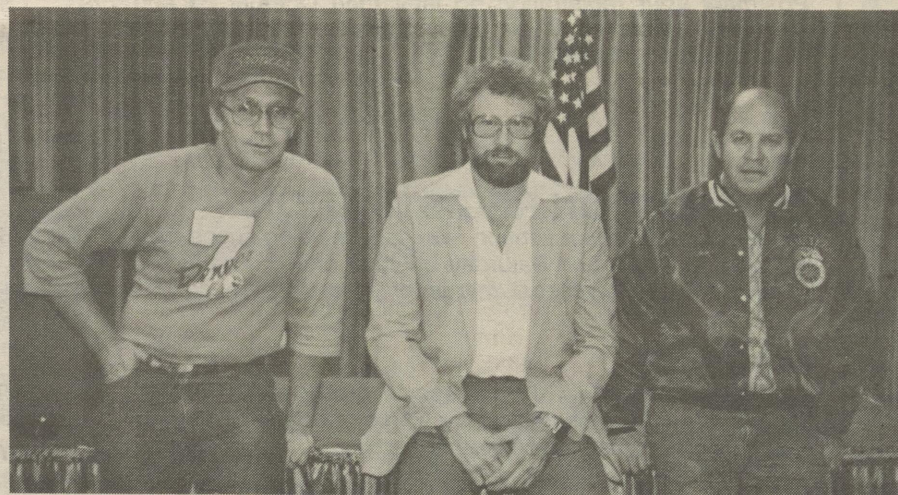
interested in working together with us. I urge all employees to say no to the gain-sharing plan."

Gain sharing was supposed to be a new day of cooperation between labor and management at CF. However, if you think that CF is serious about treating labor with respect, consider a recent letter sent to Emery employees in Brunswick, Ohio, near Cleveland.

Emery is in the middle of a union representation vote there. Every employee received a letter from "Emery—A CF Company," which states, "We believe unions are a thing of the past. Employees throughout the country are turning away from unions. ... You may have felt you needed a union previously, but do you now? The fact of the matter is that non-union workers at CF are paid very well and enjoy excellent benefits, without dues, and without the hassles of a third party."

CF's union-busting efforts at Emery may be only the beginning. Their refusal to bargain with the union on gain sharing and to give CF employees a vote is not an act of cooperation?

Our Teamsters union can step in and put an end to CF's gain-sharing scam. CF Teamsters around the country are urged to contact your local officials and ask them to protest and stop CF's unilateral imposition of gain sharing.



They're Coming From Denver

Jim Gibb (l), Yellow, Local 17; Dale McCarger and Sam Walker, Northwest Transport, Local 961, are part of a large delegation coming to the TDU Convention from Denver.

Advice to PIE's Foreign Drivers in Chicago

If the Room's Cold, Turn to Channel 3

Pat Clement
Local 710, PIE
Chicago

You have to wonder just who it was that found the motel PIE uses to bed down its foreign drivers in Chicago. I've personally had to endure a sleepless rest at the Cross Roads Motel myself.

While I was trying to sleep in the middle of the afternoon with the help of ear plugs and a blindfold, I was concerned when I suddenly heard someone going to the bathroom. It was so loud that I pulled my blindfold off to see if the person was standing in my bathroom! He wasn't, but I could hear him just the same.

The drivers commonly refer to the Cross Roads as the "Jailhouse" or the "Cell Block," because of the noises you hear day and night. When anyone closes the door to a room there is a loud bang, just like the sound of a jail cell door ramming shut in the movies.

Other drivers have complained about the lack of real air conditioning. One road driver explained what the desk clerk told him to do to adjust the room temperature. If it's too hot, open the window. If it's too cold, turn the TV to Channel 3, the in-house porno channel that the motel is famous for.

Now we know on what criteria some PIE manager picked this motel. I wonder if his wife knows?

1989 TDU Rank & File Co



Pittston Strike Leaders Will Be There

Pittston coal miners' solidarity rally, Sept 9. United Mine Workers International VP Cecil Roberts is wearing the CWA hat.

Teamsters on the front lines will come together at the first TDU Rank & File Convention since we won the Right to Vote. The convention is the springboard for the campaign for a new Teamster leadership and for winning better contracts and pension benefits. Candidates for IBT office will be there ... Teamster leaders from coast to coast will be there ... the best labor attorneys will be there ... and you should be there, to be part of making history. Register today. See you in Pittsburgh!



TDU Rank & File Convention, November 10-12

REGISTER NOW ... SAVE \$10!

Postmark your registration no later than October 23 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$65 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday-only registration.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others, please include same info.

		# of people	
Sat. & Sun.	\$95	x	_____ = _____
Fri. reg.	\$30	x	_____ = _____
Sat. only	\$65	x	_____ = _____
Sun. only	\$40	x	_____ = _____

Total registration cost = _____

_____ Single room
_____ Double room (with _____)

☐ Fri. ☐ Sat. ☐ Sun.
of nights _____ x \$65 = Housing cost = _____

of Children _____ Childcare donation = _____

- ☐ \$30-one year membership
- ☐ \$75-three year membership
- ☐ \$15-spouses, retirees and Teamsters grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

- _____ \$10 if postmarked by Oct. 23 (\$5 if one day)
- _____ \$10 travel over 500 miles one way
- _____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discount = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Getting to the Convention

From the airport:

Airlines Transportation runs from the airport to the Westin William Penn hotel and is located on the lower level by the USAir exit doors (follow signs for ground transportation). Cost is \$8 one way, \$15 for round trip. Buses leave about every 30 minutes. The trip takes about 35 minutes to the hotel.

Cabs from the airport will cost about \$25. Up to five people may share a cab.

If you are driving to the convention:

If coming from the west: take I-279 from I-79. Go through the Fort Pitt Tunnel over the Fort Pitt Bridge. At Stanwix traffic island, veer left around island onto Liberty Ave. Proceed straight on Liberty to Sixth Ave. and turn right. Proceed three blocks to William Penn Way. The hotel is on your right.

If coming from the east: take exit 5 (Routes 376/22) from the Pennsylvania Turnpike. Proceed west on 376 (Penn Lincoln Highway). Exit at Grant St., approximately 15 miles from the turnpike. Proceed on Grant St. The hotel is on your left. Go past hotel to Sixth Ave. and turn left. Turn left at William Penn Way for the main hotel entrance.

Parking is available at the Mellon Square Garage, directly across from the hotel (up to \$7.75 weekdays, \$2.50 per day Sat. and Sun.) or the Civic Arena Parking, which has five lots two to four blocks from the hotel (day rate up to \$4, free weekends).

Convention

Saturday Workshops

1. Running for IBT Convention Delegate. The workshop on local union elections (Sunday) will cover the technicalities of election campaigns. This workshop will assume that a small group or individuals have the goal of running for delegate. It will develop a plan of activity to project the issues, raise the money, reach out in the local and develop the slate to build successful candidacies. There will also be a report from delegates to past conventions and plans for the 1991 convention.

2. Workplace Strategies: Organizing to Win on the Shop Floor. Developing tactics and strategies to give you more clout for winning grievances, getting better conditions and building unity among your co-workers. Examples will be provided of how rank and file Teamsters have created solidarity actions.

3. Leadership Training I: Getting TDU Off the Ground in Your Area. How to build TDU's reputation, recruit members, carry out campaigns and organize effectively. Designed for members who need the basics in organizing techniques and want to see TDU grow in their areas.

4. Using the Grievance Procedure. A discussion of techniques that will increase your chances of winning grievances, from effective grievance writing to shop-floor strategies to grievance panel operation.

5. The IBT Constitution: Changes Needed for '91. At the 1991 IBT Convention our entire Teamster Constitution will be up for grabs. What proposals and language should be prepared for that historic convention?

6. Cooperative Management Schemes. A look at gain sharing, quality circles, team programs and labor-management cooperation. Mike Parker, author of "Inside the Circle" and co-author of "Choosing Sides: Unions and the Team Concept," will show you how these programs have weakened the labor movement in other industries and how Teamsters can respond whether they are in freight, warehousing, brewery, UPS, or other jurisdictions.

7. Preparing for the Commercial Drivers License Test. By 1992, all states will be under the nationwide Commercial Drivers License (CDL). Knowing what to expect on the test and how to study in the right areas are the key to successfully passing your state's test.

8. Safety & Health for Road Drivers and Other Workers. A review of the results of the Road Drivers Survey and plans for campaigns on driver safety. Other topics to include using the OSHA 405 "whistleblower" protection law; diesel fumes and hazardous chemicals in the workplace, and actions to take; driver fatigue.

9. Labor History: How Union Reform Movements Have Been Built. Professor Nick Salvatore will discuss reform movements and successful strategies they have used. Question and discussion to follow on how Teamsters can apply these ideas.

10. Using the Media. With the elections for delegates and a national referendum for top IBT officers, media interest in Teamster news will be increasing. This workshop will instruct you on how to stimulate the interest of your local media with press releases, how to develop the "local angle" they want, and how to deal with interviews so your message will get printed or broadcasted. Presented by Marianne Salcetti, media consultant and assistant professor of communications, John Carroll University, Cleveland.

Sunday Workshops

1. Running for Local Union Office. A representative of the U.S. Department of Labor will explain your legal rights and what the Labor Department does to enforce them. Successful campaign tactics and strategies will be covered by other speakers. A workshop for members planning to run or campaign for local office.

2. Leadership Training II: Establishing TDU as a Force in Your Local. You've built TDU membership in your area. Now what do you do? This workshop will discuss methods of keeping TDU going and growing with emphasis on strengthening leadership and organization, intervening politically and at union meetings, and establishing allies to build the movement for reform.

3. Putting Together Rank & File Newsletters and Campaign Materials. The step-by-step process of editing, laying out and publishing newsletters and campaign material. The principles will apply to flyers and other literature as well.

4. Your Legal Rights on the Job and in the Union. A survey of labor law from the viewpoint of Teamster members. Presented by Ellis Boal, author of the "Teamster Legal Rights Handbook." A question-and-answer session will follow; however, time is limited so individual cases will not be able to be reviewed.

5. Using the Right to Vote: Building the Campaign for New IBT Officers in Your Area. The campaign to elect new IBT leadership has begun and must spread to all locals as fast as possible. Focus on how you can be part of the campaign.

6. Reaching Out to Build TDU. This is for chapters and activists aiming to reach new jurisdictions in their locals or other locals in their area. It will include techniques to find other Teamsters, role-playing about approaching people who have never heard of you, discussion of how to raise issues with Teamsters covered by local contracts, and ideas about how to involve people once they're interested.

7. Pension Rights & Reform. Reports on the growing pension movement and discussion of plans to build it in the coming year. Information on how Teamster pension funds are controlled and ERISA rights. Led by actuarial and pension experts.

Convention Schedule

Friday Schedule

Hospitality Room Noon-5 p.m.

Registration Noon-7 p.m.

Special Leadership & Strategy Session 1 p.m.-5 p.m.

This special workshop will concentrate on developing strategies for the coming year with emphasis on building delegate campaigns, strengthening TDU membership and influence, and building a strong network of TDU activists.

Members will first meet by conference to plot local strategies, and then join together to focus on national issues.

Wives Reception 5 p.m.-6 p.m.

Video and Films 6 p.m.-7 p.m.

Dinner 7 p.m.-8 p.m.

Session I: Business Session 8 p.m.-9:30 p.m.

Chair: Joe Day, Local 170, Worcester, Mass.

Organizer's Report: Ken Paff, TDU national organizer

TDU Constitution: Voting on Amendments

Speaker: Ed Buffaloe, Local 667, Memphis, Tenn.

Reception and Cash Bar 9:30 p.m.-Midnight

Saturday Schedule

Coffee for Early Registrants 7 a.m.-9:30 a.m.

Registration 8 a.m.-10 a.m.

Session II: On to 1991 9:30 a.m.-Noon

Chair: Diana Kilmury, Local 155, Vancouver, B.C.

Overview of Convention: Myra Cardona, TDU staff

Greetings: Brad Yeakel, Local 773, Allentown, Pa.

Speakers: Joe Fahey, Local 912, Watsonville, Calif.

Tommy Burke, Local 391, Fayetteville, N.C.

J.C. Thomas, Local 667, Memphis, Tenn.

Nominations for ISC: Sarah Bequette, St. Louis, Mo.

Lunch Noon-1 p.m.

Session III: Saturday Workshops 1 p.m.-3 p.m.

See complete listing of 10 workshops at left.

Coffee Break and Videos 3 p.m.-3:30 p.m.

Session IV: It's Our Organization 3:30 p.m.-5:30 p.m.

Financial Report: Ken Paff, TDU national organizer

Report from Platform Committee: Doug Allan, TDU Western organizer

Hear from Candidates for IBT President

Special Events and Cocktail Hour 5:30 p.m.-7 p.m.

UPS Meeting

Company Meetings

Films and Videos

Cash Bar

Banquet 7:30 p.m.-9 p.m.

Introduction: Mike Ruscigno, Local 138, Brooklyn, N.Y.

Labor at War: Presentation by Pittston Strike Leader

Party, DJ and Cash Bar 9 p.m.-1 p.m.

Meet the ISC Candidates 10 p.m.-11 p.m.

ISC Voting 10 p.m.-11 p.m.

Sunday Schedule

Coffee and Voting for ISC Candidates 8 a.m.-9 a.m.

Session V: Jurisdictional Meetings 9 a.m.-11 a.m.

UPS

Carhaul

Freight

Grocery and Local Contracts

Wives in TDU

Brunch 11 a.m.-Noon

Session VI: Sunday Workshops Noon-2 p.m.

See complete listing of 7 workshops at left.

Session VII: The Road Ahead 2 p.m.-3:30 p.m.

Chair: Michael Savvoir, Local 41, Kansas City, Mo.

Motions for Endorsement of Candidates for IBT Office

Introduction of New ISC and Election of Officers

Concluding Remarks: Bill Slater, Local 315, retired, Lakeport, Calif.

UPSers Resist Company's New Productivity Push

UPS is suffering a mixed identity these days. It wants to reach out and touch the rank and file with its Mr. Nice Guy pre-contract campaign. But it's causing a new stir over productivity harassment and time studies that has rank and file Teamsters demanding more union protection.

Back in 1984, the UPS contract extension negotiated a 68-cent wage increase effective in September of that year. TDU then obtained an internal UPS document titled, "Package Center Analysis—to Recover 68¢ Per Hour Based on September Cost." The document cited the additional stops per hour needed, .66; packages per pre-delivery hour needed, 5.8; and packages per local-sort hour needed, 11.5.

The policy has hardly changed, but this time around it seems Greenwich accountants and industrial engineers are adding a new twist. Seeing high expectations and growing solidarity among the rank and file, they're trying to recoup anticipated gains we'll make

in our next contract ahead of time.

This latest productivity push is blatant in parts of the Central, Southern and Atlantic conferences, and may be even more widespread. UPS is barely bothering to cover its enforcement of productivity with the veil of Methods Awareness. Consider some recent examples:

- Warning Letter to a Georgia package car driver: "Yet, on May 22, 1989, it took you .76 longer to do the job than you were allowed. ... Again on May 26, and June 5, 1989, it took you an average of 1.16 hours longer to do the job. ... United Parcel Service only asks for a fair days work for a fair days pay. ... Any other response will not be tolerated." The driver was later suspended, but won his grievance.

- Letter of Concern to a North Carolina feeder driver: "You failed to maintain the posted speed limit. ... Although the performance of your job is not at this point that of a professional driver, with the correction of the one

area of concern, your job performance would be at an acceptable level. ... Once again, I expect you to continue your improvement."

- Letter of Record to an Alabama package car driver: "Your job performance improved by increasing your stops per on road hour from 11.1 to 11.8, a difference of .7. ... You must understand that I will not accept any deterioration of this new level of performance."

- An Ohio package car driver was suspended for two days after receiving similar letters for being overallowed. Forty-two drivers signed a protest letter, which reads in part, "If the union does not recognize standards and (the driver) did not violate any article of the contract, how can UPS suspend this man?" The drivers sent one copy of the letter to Al Barlow, head of our union's national committee, who got personally involved. At the local hearing, the suspension was removed from the driver's file and he won his back pay.

- Drivers in northern Virginia report that management admitted that 1.5 minutes was subtracted from their turn-in time to recoup the 30-cent raise

Aug. 1, 1989. And after a new time study there, the average time lost per driver overall was about .21 hours per day, with some losing an hour or more.

These are not isolated incidents. More than 74% of respondents to our National Contract Survey ranked protection against production harassment as an issue of high priority. Innocent-Till-Proven-Guilty in the grievance procedure, which also received high marks, would help curb much unjust discipline.

Louisville, Ky., Local 89 stewards initiated a petition every UPS Teamster can embrace, full- and part-time: "We the undersigned members of the Teamsters at United Parcel wish to petition the Teamster officials to guard against implementation of production standards (e.g.: overallowed) now and in the future. Teamster jobs will be lost if this new challenge to job security goes into effect."

The stewards are sending copies to their local union officials and the International union. It will support our union and put the pressure on UPS. If you would like a copy to circulate in your center, contact the TDU office.

I'll Be in Pittsburgh

Connie McArthur
Local 174, UPS
Seattle

I'll be at the Rank & File Convention. I recently completed an organizing trip to six cities in Washington and the UPSers I've been talking to are expecting me to represent them in Pittsburgh and let them know what's going on afterward. I'm hoping some of them will go, too, and I'm working to get them there. After all, we're all going to get that bonus check in December, we might as well put it to good use in organizing for a contract that will provide a decent increase in hourly wages and better pensions.



Road Tour in Washington State Builds Interest in UPS Contract

Connie McArthur
Local 174, UPS
Seattle

I don't know what you did on your vacation, but I did something a little different on mine. I volunteered a week for TDU. With the help of other UPS activists in Washington state, I scheduled a series of meetings in six cities across the state.

Now, after driving 1,200 miles and talking with more than 100 enthusiastic UPSers from 19 different buildings, I can definitely say it was all worthwhile. As in other parts of the country, Washington UPSers are keenly interested in the upcoming contract. Furthermore, they want to take part in shaping a better future for themselves. Feeder drivers, car washers, pre-loaders, package car drivers, sorters, clerks and air drivers showed up to voice their concerns and suggest constructive contract changes.

It was a huge step for some of these people who were attending their first rank and file meeting. One driver from a small center nervously joked about driving his neighbor's car so management wouldn't recognize it if they cruised the parking lot outside the

meeting room.

A manager in eastern Washington helped increase attendance by telling his people at an A.M. meeting not to believe all the "sugar-coated" nonsense they'd hear if they went.

Contract demands repeatedly raised at these meetings included: reduce overtime by raising premium pay to time and a half after eight hours and double time after nine; reduce productivity harassment by adding punitive damages that would make UPS pay for contract violations; bring back a real cost-of-living adjustment and Dump the Lump; provide Innocent-Till-Proven-Guilty in the grievance procedure; end the multi-tier wage system.

Also: offer a decent pension at 30-and-out, regardless of age; bring the wage scale up to a level that meets the increased cost of living during the 80s; and give part-timers a four-hour guarantee with overtime pay after four.

I'm going to the TDU Rank & File Convention in November to share the information I collected with other UPSers from around the country. I've got another week of vacation following the convention. ... Give you three guesses what I'm doing with it.

UPS and Downs

Our Union Holds Its Ground ...

A long-standing grievance on established wage rates for part-timers in the Central Conference reportedly has been settled at the national level after at least one local union sent UPS 72-hour written notice of "contemplated" strike action. UPS refused to pay part-timers hired during the summer vacation period in 1987 the 30-cent raise of Aug. 1, 1987, thus cheating them out of hundreds of dollars during the course of more than two years. The grievance was deadlocked at the National Grievance Committee in April and through subsequent talks. On Sept. 6, Wisconsin Local 344 sent UPS the 72-hour written notice. A letter also was sent to all UPS members of the local informing them on the issue and stating, "The issue isn't the only thing at stake here, but also our right to take strike action if grievances are deadlocked at every level."

Some Local 344 Teamsters said they were pleasantly surprised by the stance taken by the local and International and were ready to walk for the part-timers. But it appears that won't be necessary. As *Convoy Dispatch* goes to press, some members are being told the dispute has been won in favor of our union and the affected part-timers in the conference. If so, this would be an important lesson to take into next year's negotiations. Nobody wants a strike, especially UPS.

Meanwhile, UPS Does What It Does Best, Make Money.

The UPS Board of Directors announced after their quarterly meeting Aug. 23-24 that \$57 is now the fair value of a share of stock, an increase of \$1 a share. "For the six months ending June 30, compared with the same period in 1988, revenue increased 13.4 percent and earnings per share increased from \$1.95 to \$2.14" (subject to final audit).

Roughly coinciding with expansion of International Air Service to 175 countries, UPS opened its new package-sorting hub at Philadelphia International Airport. The \$128 million complex has 28 acres of buildings and 92 acres of aircraft ramps and parking lots spread over a 212-acre site.

Results of National Contract Survey: the Lump Is Dumped.

We've reached the deadline for return of our National Contract Survey. The return rate was very high and many of you took the time to attach additional comments. Results indicate the lump-sum bonus is headed for the dumper. Our next *UPS Network News* will include a summary report, and a full report will be provided at the TDU Rank & File Convention. UPSers will organize our 1990 campaign for a decent contract and better pensions at our National UPS Meetings, Saturday, Nov. 11 (one hour) and Sunday, Nov. 12 (two hours). The convention is a great opportunity to compare notes and build solidarity with UPS Teamsters from all parts of the country. See pages 6 and 7 for a registration form and more information.

Kroger's Answer to Back-Breaking Production Rates:

'Use Your Back Brace'

After a time study two years ago, Kroger management nearly doubled production standards in the company's Atlanta warehouse. Not surprisingly, accident rates shot up. But management didn't ignore this effect; they issued back braces to any non-probationary order clerk who requested one.

Order clerks fill stores' orders for products in the warehouse by pulling the requested cases and stacking them on a pallet for loading. In one trip, a clerk might pull 30 to 300 cases, depending on size.

The old standard was a straight 155 cases per hour. Under the new system,

clerks are required to pull an average of about 200 to 220 cases per hour.

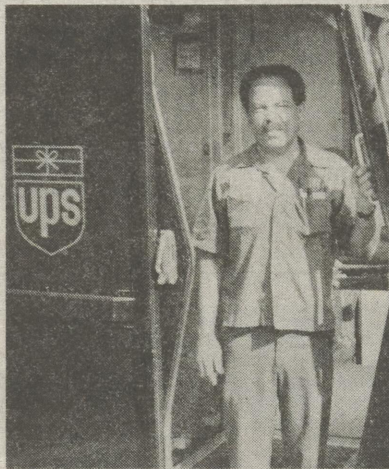
There were 140 accidents at the Atlanta Kroger warehouse last year, and this year's total will probably be higher. Kroger management admits to \$600,000 in losses last year due to accidents. The demanding standards are enforced even after eight hours of this grueling work, which pushes the accident rate up.

Not only is physical safety threatened by the standards, but job security as well. Few new hires are able to "qualify" for regular employment after the initial 30 days—only six out of 200 this year. And several order clerks have received suspensions because of the standards.

With no paid sick time, the standards are tough to meet every single day. One employee described the conditions like this: "Imagine your hardest day at work, one of those days where at the end you just wipe your brow and wonder how you got through it. Then imagine going in and facing that kind of day every day."

Atlanta Local 528 promised to bring in an industrial engineer from the International, but scheduling problems kept it from happening. In one department, progress was made against the standards through a health and safety grievance, and more such action is contemplated.

Convoy Dispatch would like to learn of other Kroger warehouse workers' experiences with production standards. Write to us care of TDU.



He'll Be There

Dudley Stewart of Bakersfield, Calif., Local 87 is making the 2,500-mile trip to the TDU Rank & File Convention.

Grocery Bag

Grocery Chains Plan Joint-Venture Warehouse.

Three Northern California grocery store chains are planning a new, jointly owned, dry grocery warehouse to open in early 1991. The three are Save Mart Supermarkets, Raley's, and Bel-Air Markets. They say they want to be able to compete with other grocers that own their own distribution systems.

The new warehouse is planned for the Manteca area, about 35 miles south of Sacramento. No size or expected employment has been announced for the facility. Together, Save Mart and Raley's represent a significant amount of wholesaler Fleming Food's business in Northern California. Teamsters at Fleming are concerned about what effect this might have on their jobs.

Computerized Truck Routing at Spartan.

Many drivers are already familiar with computerized trip logs. Now Spartan Food Stores of Grand Rapids, Mich., is using a computer system to route its trucks. Company officials say the system has saved money by cutting trips.

"By using this system, we can plan what time the trucks should leave, the distance they will travel, their expected times of arrival, the amount of time needed for unloading deliveries, and how long it will take the trucks to return to the point of origin," said Spartan's director of fleet operations George Williams. Now, if only the computer could predict traffic slowdowns, bad weather, and breakdowns.

Bill Would Outlaw Backhauling of Garbage in Food Trucks.

No one knows how widespread the practice is, but a bill in Congress will make it illegal for trucks used to transport food to be used to backhaul garbage. The bill was introduced after several anonymous truckers testified to a congressional committee Aug. 2 that they engaged in backhauling garbage from the Northeast to the Midwest between trips to deliver food. The bill is expected to be delayed, however, by disagreements among experts on how to define what is garbage.

Convention Quilt Raffle

TDU member Frances Adcock again has donated one of her hand-made quilts to be raffled at the TDU Convention. Done in shades of brown, the pattern is Eight-Pointed Star.

Frances' quilts have been our most popular fundraiser for years. This year's quilt will be on display at the convention with tickets available at the literature table. Suggested donation is \$10 for 15 tickets or \$1 each. If you can't attend the convention but are interested in tickets, contact TDU.



In-Plant Organizing Convinces ALPO to Stop Use of Temps

Brad Yeakel
Local 773, ALPO Pet Foods
Allentown, Pa.

It took some work, determination and cool heads on all sides but stewards and management at ALPO Pet Foods' Allentown, Pa., plant established an improved level of communication following a problem that developed Sept. 20 and 21.

For some time the plant, which employs about 340 Teamsters, has been working flat-out, with many workers opting to take the voluntary overtime being offered nearly every Sunday.

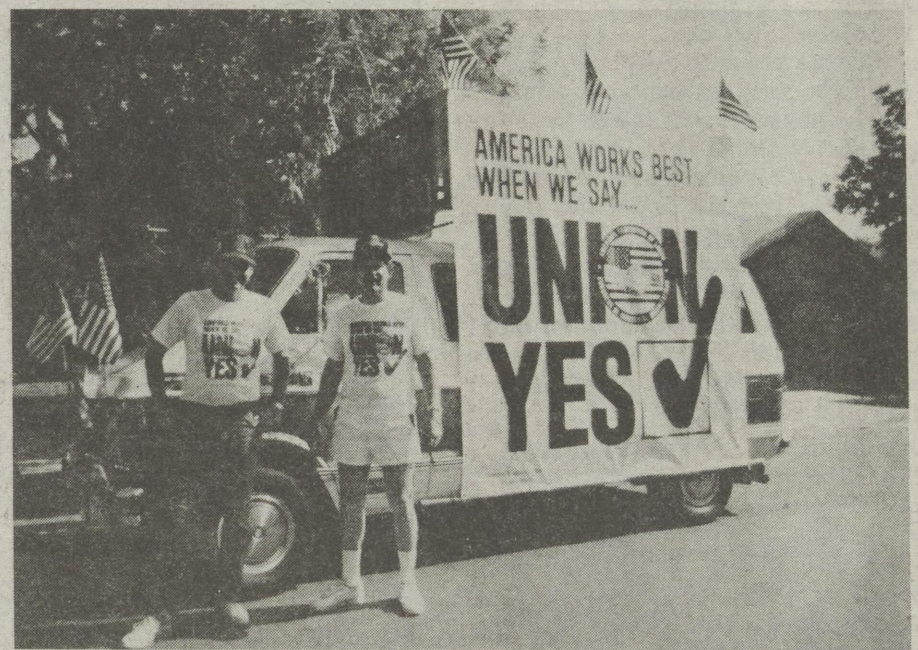
But during the week of Sept. 18, management began to bring in workers supplied by temporary employment agencies at below union scale. In some cases there were regular employees who asked for and were denied overtime in those periods. Grievances were filed for the work done by outsiders. Stewards and other union members felt the problem needed to be cleared up before precedents were established that would get out of hand.

They consulted with Teamsters Local 773, but most officers were out of town and did not visit the plant

despite the increasingly tense atmosphere. Fortunately, a strong in-plant stewards group had access to other necessary legal and tactical advice and met with management on Thursday, Sept. 21. The stewards pointed out that regular ALPO employees were able to fill the work slots required and that going to outside agencies might affect the ALPO employees' morale and willingness to take on the voluntary Sunday overtime.

Although the company did suggest a dragged-out and expensive arbitration process, the stewards pressed for a more immediate resolution. We're glad to say cooler heads prevailed and the work at the ALPO plant will be filled by Local 773 members. Hopefully, the next step will be some real good-faith bargaining for the ALPO contract expiring in February.

Congratulations to the stewards and management who worked through this problem, and to the members who stood coolly and solidly behind their stewards. A note to Local 773 officials: It's too bad you missed out on this one. It was an example of how unionism that involves the members can solve important problems.



We'll Be in Pittsburgh

Steve MacDonald (r), Local 490, Lucky Foods, Dixon, Calif.
Jon Hammer (l), Local 490, Lucky Foods, Vacaville, Calif.

We both know that TDU has brought many of us concerned rank and filers together. Our voices are being heard at the top levels of our union and government. Reform will take time and patience, but together we can and will make this union serve its members better. Be part of the solution. Get involved NOW. Come to the TDU Convention in Pittsburgh. United we stand.

Why Central States Hit Retirees With \$50 Charge

An independent benefits analyst has produced a report showing that the Central States Health and Welfare Fund's move to charge retirees \$50 per month for health coverage "might have been the product of negligent planning ... or imprudent decisions. ..." Those imprudent decisions include cutting and then freezing the employer contribution rates to the fund from 1985 to

1988.

David Blitzstein, a member of a respected actuarial firm in Washington, D.C., and a trustee of a United Mine Workers pension fund, based his report on the fund's financial reports for the years 1985-88.

The report is part of a major independent study of benefits in the Central States Pension and Health and Welfare funds being conducted with the aid of rank and file funding, and by the Central Ohio Teamster Pension Improvement Committee (COTPIC). The \$50 charges were imposed by the fund in October 1988, and have since caused much hardship among retirees in the Central States areas.

In their 1988 annual report, the Central States trustees blame the \$50 charge on two causes: runaway medical costs; and a dramatic increase in the number of retirees compared with the number of active participants. The number of retirees is important be-

cause the contributions of active participants must help pay for their medical costs.

But these explanations fall short. Both these trends were well underway since the start of the 1980s and should have been accounted for in planning. In fact, the ratio of retirees to active participants stabilized to around 6-to-1 by 1985.

What did the trustees do in 1985 when increasing medical costs were obvious and the biggest decline in active participants had already taken place? They cut the contribution rate by \$6 a week, a concession to employers, and then froze the employers' rate for three years. That \$6 concession cost the H&W fund \$110 million during those three years. And retirees are now expected to pay the tab for this.

One might guess that the H&W fund trustees, who are also the pension fund trustees, cut H&W contributions in

1985 in order to provide contributions to build up the pension fund toward "full funding." But "full funding"—a technical measure of how much is in the fund now, compared with how much will need to be paid in the future—is only a boon to employers. It gets them off the hook if they go out of business, bust the union, or otherwise withdraw from the fund.

Our union trustees don't seem to be standing up to the employers' push for full funding. They're allowing our retirees, who gave years of their lives to build the union, to be charged \$50 per month to make the employers more comfortable.

Decent and free retiree health-care coverage is one of the goals of the campaign for improved pension benefits for all Teamster retirees. Independent analysis of the funds has started with the Central States and, with support, will spread to other Teamster funds as needed.

For a copy of this independent report on the \$50 charge to retirees in the Central States Health and Welfare Fund, contact the TDU office.

PENSION WORKSHOP

Sunday, Nov. 12
Noon-2 p.m.
Rank & File Convention
Pittsburgh

See pages 6-7 for more information

Fund Reorganizes to Employees' National Benefit Plan

Southern States H&W Fund Cites Rising Costs; Members Face Insecurity of Unpaid Claims

Teamsters who were in the Southern States Health and Welfare Fund may see very little of the benefits they've been promised. Due to financial difficulty, the fund has undergone a reorganization that could allow it to pay off only a portion of benefits claimed before August 31, 1989.

Southern States H&W is administered by a company in a suburb of Detroit. Its union trustees are Anthony Cannestro, president of Local 769 in Miami, and Robert Logan Jr., president of Local 515 in Chattanooga, Tenn. According to the fund's summary annual report for 1988, as of August 1988, the fund was \$2.7 million in the red. It was nearly \$2 million in the red the year before.

In August, members received a letter from the trustees explaining that the fund would be reorganized as the Employees' National Benefit Plan, effective Sept. 1. Members were given an outline of the benefits under the new plan, which are substantially lower, along with a promise that future claims would be paid within 30 days. The letter did not specify what payment would be made on claims under the old plan, many of which had not been paid months after submission.

One group, the 35 Avis rental agents at the Atlanta airport, members of Local 528, could not get a claim paid from the time they joined the fund in March 1989 until Sept. 23, when partial payments arrived. One employee was forced to file bankruptcy due to the lack of reimbursement.

The Avis Teamsters were especially upset with the lack of claims payments because they had ratified their contract in January on the basis of getting an insurance plan "as good or better than" the company plan they were leaving. Not only were the benefits not as good as the former plan, they weren't even being paid.

Local 528 President Jerry Cook, who

is a trustee of the Central States Pension and Health and Welfare Fund, admitted to at least one of the Avis Teamsters that he had known last December that the Southern States H&W Fund was in trouble, and that the fund needed to have the Avis members in it to pay enough premiums to cover benefits owed to employees of National Linen. Of course, none of this was revealed in January when the contract was presented for ratification.

If the Southern States Health and Welfare Fund was operated in an honest and responsible way, participants may have no way to recover the lost benefits. But many questions need to be answered before rank and file members can feel satisfied that the fund's trustees were indeed honest and responsible.

What is the more than \$1.5 million in "other expenses" listed in the 1988

summary annual report, an amount greater than the total administrative expenses of \$1.5 million? Why didn't the trustees foresee the fund's financial difficulty and make moves early on to increase employer contributions as a remedy? Were the benefit levels set responsibly, or did the fund promise benefits it could never expect to pay?

In their August letter, the trustees stated, "A plan of arrangement will be offered to all claimants and service providers of the old fund to settle the claims incurred prior to August 31, 1989." What is the plan of arrangement and how much out-of-pocket expense is it putting on Teamster members?

TDU will work with rank and file members to get answers to these questions. For a copy of the Southern States Health and Welfare Fund's full annual report, or if you have information on the fund, contact the TDU office.

Pension Improvement Train Rolls On

More than 100 Teamsters from four states attended meetings in Jacksonville, Fla., and Memphis, Tenn., Sept. 16 and 17 to learn about pension rights and ways to improve benefits in the Central States Pension Fund. The meetings were sponsored by the local chapters of TDU, and included talks by Washington, D.C., benefits analyst David Blitzstein.

Blitzstein is working on an independent study of the Central States Pension Fund, and presented his report on the \$50 charges for retirees' health coverage (see story this page).

In Jacksonville, Local 512 officials reacted to rank and file interest in pension issues by setting up a competing meeting. Just two days before the TDU pension meeting, officials announced that a representative from the Central States Pension Fund would be at the union hall the same day. Instead of allowing the Central States repre-

sentative to speak during the regular membership meeting, they made members wait until afterward so they could not also hear from the independent expert. Nevertheless, about 50 rank and file members did come to the TDU meeting.

In both Jacksonville and Memphis, UPS Teamsters vowed to make adequate pension fund contributions a major issue in the 1990 contract. In Memphis, tank line drivers reminded those present that improvements need to be made for Teamsters at lower contribution levels, who don't have access to the best of the Central States benefits.

The next step in the pension campaign will be the TDU Rank & File Convention, where members will decide the pension plank in the TDU platform, and where UPS Teamsters from across the United States will meet to plan the contract campaign.



I'll Be in Pittsburgh

O.L. Pinson
Local 568, Roadway
Shreveport, La.

The American system of higher education is turning out very qualified people, but they are not learning enough about our unions for today and the year 2,000. Anything that can be done to provide more union education is important. It isn't money only that we need. We have worked 20 to 30 years and more, and now when we want to retire we find we will not receive enough to live on. We need to change the system and make it much more for the generations coming.

Help TDU to grow, the ones who are certain to provide knowledge for better working-career and retirement opportunities. We must never overlook that running a successful union is the first thing—a union that meets the expectations of its working people. We must realize it takes all of us to do the right thing to get the job done. That's why I'm going to the Rank & File Convention.

Vicksburg, Miss., Lumber Workers

Anderson-Tully Teamsters Fight for Rights

Workers at the Anderson-Tully lumber facility in Vicksburg, Miss., voted out the International Woodworkers Union in December 1986 and went Teamster. The *International Teamster* magazine quoted one worker as saying, "The first thing Sidney Chism, president and principal officer of Local 1196 in Memphis, and the Teamsters promised us was an education program — and boy, do they deliver."

Sidney Chism, who made well over \$100,000 from the union in 1988, did give the new Teamsters an education — in sweetheart deals, misrepresentation, and dictatorial control over Anderson-Tully workers.

The treachery began soon after the representation election. In September 1986, Local 1196 paid an attorney to represent several Anderson-Tully workers in a discrimination case filed against the company. By January 1987, right in the middle of their first contract negotiations, Chism told the membership he was dropping the lawsuit. Workers were beginning to have second thoughts about Chism.

One of the workers, Alfred Daniels, chief organizer in the drive to get Teamster representation and former president of the Woodworkers local at Anderson-Tully, began to organize and educate the members to get their full share of rights. An effort was made to request copies of the local bylaws and International Constitution. This simple gesture for basic rights enraged Chism, who began to harass members who dared to challenge his rule.

Walter Anderson, a member who joined Daniels in challenging Chism, said, "If you step out of line in Sidney's opinion, he has the stewards to apply pressure on you. They'll go run and tell the foreman on every little thing you do."

After the contract meeting in January 1987, the local didn't hold a union meeting in Vicksburg until May. The Local 1196 union hall is in Memphis, 230 miles from Vicksburg. Chism threw down the law at this Vicksburg meeting saying he knew there were people at the meeting who had come to cause a disturbance. He declared he would read the financial report and the minutes from the last meeting and that was all. He informed the membership that if anyone had a problem they should meet him outside.

Alfred Daniels was kicked out of the union by Chism in October 1987. There was no trial. Chism simply had him removed. Protests were filed with Jackie Presser and Weldon Mathis. They never responded. Any member who questioned Chism's dictatorship couldn't get their grievances processed. Several members were fired unjustly and kept off the job for eight months or more and then returned without back pay.

"We have a big problem with retaliation," said Thomas Johnson. "I passed around a petition objecting to an absentee policy that the company had imposed and Chism went wild. I was discharged on phoney charges on April 6 and I'm still waiting for an arbitration date. I don't understand how the union can preach freedom of speech and assembly but have such a hard time practicing it."

Chism's reign in Vicksburg began to seriously slip with the company's introduction of the new absentee policy. The program works by a point system where you lose points for lateness and absenteeism and you accrue points for perfect attendance. Ten points are taken away for a no call. You lose four points if you are late or leave work early. No doctor's slips are accepted. If

you don't show up for work, for any reason, you lose the points. The points continue for as long as you work for the company. If you lose 31 points you're fired. The only way to gain points is for perfect attendance in a month. For that you get four points.

After the members petitioned against this policy, Chism was forced to take the case through the grievance procedure.

"The grievance only got to the second step of the procedure," said Ellis Allen, who was involved in the drive to change the attendance policy. "We organized a lot of people to come to a union meeting to discuss the situation. Our local president (Chism) laughed about the policy. He said the new rules were good enough for him."

In June of this year Chism tried an early reopening of their contract, which doesn't expire until January 1990. The membership petitioned and blocked the reopener. Members now are demanding their own charter.

"We'd like to be in a local where we can be active participants in the life of the union," said Daniels. "We've got a lot of poor people here. We're not even making \$6 an hour and we're expected to drive to Memphis for union meetings. Any decent leadership would be concerned about the welfare of their members, particularly those on the bottom of the ladder. We're trying to save the union here in Vicksburg. We're fighting hard to keep people in the union and show them how a union is supposed to be. That's a fight we can't afford to give up on."

Sidney Chism made a lot of promises he couldn't or wouldn't keep. Anderson-Tully workers are now demanding real Teamster leadership: the kind that

can stand up to tough employers, the kind that treats members with dignity and a full share of their democratic rights. They're prepared to fight for that kind of Teamsters union. On Sept. 2, five Anderson-Tully Teamsters sent their nominations for office to the union in Memphis. The nominations meeting was held on Labor Day. Chism ruled them ineligible.

Why do these union brothers and sisters continue to fight? Walter Anderson explained, "I'm fighting for something I believe in because it's the right thing to do. This fight is just beginning and people who are right always end up winners."

TDU Meets

We encourage all TDUs and rank and file Teamsters interested in reform to attend chapter meetings and find out how you can get involved during this historic period in our union.

ATLANTA
Saturday, Nov. 7
7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

BOSTON
Saturday, Oct. 14
7 p.m.-10 p.m.
SEIU Local 509 Hall
5 Howard Johnson's Plaza, 6th floor
Sponsored by Assoc. for Union Democracy

DENVER
Saturday, Oct. 28
6 p.m.
Western Motor Inn, Basques Blvd.
Denver, Colo.

LEHIGH VALLEY
Sunday, Nov. 19
9 a.m.
UAW Local 677 Hall
2101 Mack Blvd., Allentown, Pa.

MEMPHIS
Tuesday, Nov. 7
7 p.m.
Wheel Estates Mobile Home Park
Memphis, Tenn.

MILWAUKEE
Saturday, Oct. 14
1:30 p.m.
Security Savings & Loan
7600 W. Layton, Greenfield, Wis.

NORTH CAROLINA
Sunday, Oct. 15
10:30 a.m.
Ramada Inn
5001 Market St. (Highway 17)
Wilmington, N.C.

RHODE ISLAND
Saturday, Oct. 14
10 a.m.
Downtown Holiday Inn
Exit 21 off I-95, Providence, R.I.

SAN FRANCISCO
Saturday, Oct. 14
10 a.m.-noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

SOUTH CAROLINA
Saturday, Oct. 14
10:30 a.m.
40 Prospect St., Inman, S.C.

ST. LOUIS
Saturday, Oct. 14
2 p.m.
Finnings Rose Room
8338 N. Broadway, St. Louis, Mo.

Rank and File Committee Gets Good Contract at Chemcentral

David DuBois
Local 578, Chemcentral
Los Angeles

Our group was not happy with our local Teamster representation. Our contract was going to be up in a couple of months (Dec. 31, 1988) and we had not heard one word from Local 578.

Every time we would negotiate a new contract (every three years), our union wouldn't start negotiations with the company until the contract had expired. We'd work months on end without a contract. And when the contract was settled, we would take it in the shorts.

I had heard of TDU from a Matlack driver, and decided to call to see if they could help us. TDU put me in touch with Doug Allan, their Western organizer. A meeting was set up with Chemcentral employees to learn what help we could expect from TDU. Doug explained to us how through TDU the Teamster membership could take back our union.

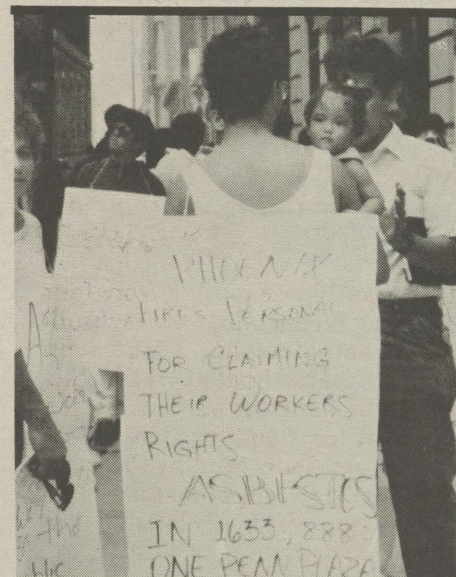
With the help of TDU, we examined our contract, article by article, to see

where we needed changes. TDU explained to us how everyone must pull together and form a strong bargaining unit. They advised us to elect a negotiating team to go in with the union official at the contract negotiations.

After the first negotiations meeting, Chemcentral management told us they would no longer negotiate with us and our business agent, but only with the business agent. We were afraid we had wasted our time and we did not know what we should do.

I called Doug and was informed that this was an illegal procedure by Chemcentral. He told us how to file charges with the NLRB. After about two months we were notified we had won the case and Chemcentral would have to allow us back into negotiations.

Our business agent started to take us seriously and we got down to heavy negotiations. We settled July 31 with the best contract we have ever had. We feel TDU really came through for us and feel if you are a Teamster you can't afford not to support TDU.



TEAMSTERS IN NEW YORK LOCAL 819 walked off three construction sites Aug. 17 at office buildings in New York City where they were removing asbestos. They felt management was making unilateral changes in their hours and pressuring them to cut corners on vital safety measures. About 100 workers were affected. They sought advice from the New Jersey White Lung Association and the New York TDU office to work out their problems with management, and returned to work after five days. They also suffer from a woeful health plan and BAS who do not return their phone calls.

Progress Made on Long Road Back in Driveaway

Several recent events show the sad past and a possibly brighter future in the heavy truck driveaway division. Driveaway has been dominated by the manipulations of Gordon Birdsall, labor relations man for Jupiter Transportation's growing list of subsidiaries.

A hearing recently was held on Birdsall's improper denial of pension protection to Dallas & Mavis

Local 299 Carhaul Members Support Mine Workers' Strike

At the September carhaul meeting of Detroit Local 299, E&L driver Dennis Wade described the importance to all in the labor movement of the Mine Workers' fight at Pittston Coal. His motion that the local ask stewards or committeemen at each company to take a collection for the Pittston strikers was passed overwhelmingly. Wade provided the local with a collection sheet that he had begun using for a collection among E&L employees. It explains the issue and provides a space to list each contribution. Wade commented later, "It's fine for the International to provide support. But we need to inform the members about what's going on and get them involved in this. I haven't heard yet how Local 299 is following through on this motion."

employees working out of the Mt. Holly, N.C., Freightliner plant. Hopefully, this will result in justice and pensions without further legal action.

Birdsall has an additional excuse for worry in Louisville Local 89. There he set up a D&M terminal to haul freight supposedly "off rail" at 11 cents per mile below the normal rate. Local 89 BA Charles Spond held firm and was backed up by Ernie Tusino, national chairman. When Birdsall claimed the drivers wanted to work for less, Tusino came in for the meeting at which drivers voted unanimously to move to full scale by 1991 in four steps of 2.75 cents each.

Finally, this summer's national panel saw a dramatic development the results of which have not yet unfolded. Wilmington Local 326 was opposing extension of Birdsall's deal in which work previously hauled by owner-operators would be switched to company flat-beds at 32 cents per mile.

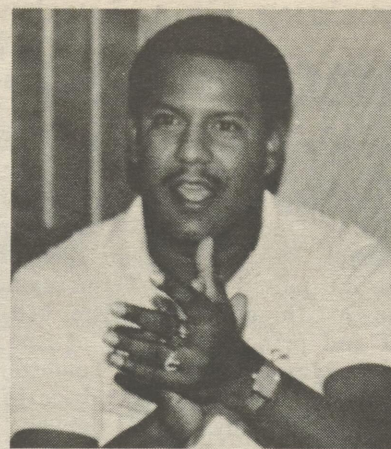
The original decision allowing this deal in Allentown, Pa., and Springfield, Ohio, was challenged by Springfield steward Roy Atha, who has since replaced Don Hagar as head of Local 654. At the summer panel, BA Jim Gynn of Roanoke Local 171 went on record that he was not present at the original hearings on the deal, although he is listed on that decision. Al Abruzzi of Allentown Local 773 was listed as chairman. Abruzzi admitted there had

only been a meeting in the hallway.

Responsible union and management leaders should severely discipline Abruzzi and Birdsall, move quickly to reverse any damage and require repayment.

These events are a beginning of hopeful progress. They have come from determined individuals, some new blood in our union leadership, and communication among stewards.

The driveaway meeting at our TDU Rank & File Convention will discuss how to expand the positive role TDU members have played in this process.



I'll Be in Pittsburgh

Ervin "Cisco" Williams
Local 512, CCI
Jacksonville, Fla.

I can see carhaul management getting ready for the next contract, so I know we need to get ready too. I learned a lot at my first TDU Convention last year and I wouldn't miss this one, now that things are starting to move.

This Coupon Beats Apathy

Nothing can stop us now but apathy. Yours. And your buddy's. TDU is the Committee to Fight Apathy. Look how far we've come believing in the positive power of the rank and file. Majority Rule on your contracts. Elected delegates to the next IBT Convention. A referendum election by all 1.6 million Teamsters for the General President and other IBT officers. Now is the time to get involved in your union. Apathy? That's just a word.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

_____\$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

_____\$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

_____\$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Carhaul News

Seattle CCI drivers recently went to Long Beach, Calif., Local 692 to work out of Port Terminal Transport, which is now part of Ryder Systems. Local 692 business agents who negotiated PTT's rider later ended up in Convoy management and it shows. PTT claimed drivers would not get paid time and a half for work over eight hours as the Western contract provides. They also simply failed to pay premium pay for working Labor Day. Right now PTT has pocketed thousands of dollars and the CCI men are back in Seattle.

Now that PTT is part of Ryder Systems, getting that contract in line must be a top priority or Ryder will use it against everyone else, as they have cut-rate subsidiaries elsewhere. Local 692's record stinks and those in charge of Western Conference business aren't much better. A start to straightening this out would be for Teamster President McCarthy to give PTT carhauled a vote on moving into Los Angeles Local 63, so that Southern California carhauled would be united in one local.

The UAW's contract with Robin Transport expires this year. There is word the UAW has said it will let these drivers move to the IBT where they belong. Robin is now owned and run by Joe Widina, who left Anchor under a cloud. Robin hauls parts one way and cars another and may require some specific provisions. But their benefits, mileage and hourly pay should be fully equal to the carhaul agreement in which they should be included. Now is a good time to talk with Robin drivers on the road and let them know we will welcome them into a united carhauling union.

Imagine the shock of the Baltimore Anchor Motor Freight driver who called his business agent, Arthur "Otts" Morningstar, to get some help and advice. Otts said he'd call right back, but when the call came it was from Anchor's regional supervisor. This is not what people mean when they say they want their phone calls returned.

Motor Convoy drivers in Local 822 are hopeful that a bad situation there can be settled without legal action. Management had traditionally offered overflow yard work to drivers who were in the shop, etc. Then management began bringing in casuals at a substandard rate. The situation has gotten much worse now that drivers are laid-off and casuals are still being used. This situation obviously violates the contract and the IBT Constitution and should be cleared up quickly.

Carhaul profits remained healthy last year, in spite of management ineptitude at some carriers. The average operating ratio for the industry was a healthy 96.3. Company operating ratios reported: Allied Systems, 96.9; Anchor, 96.7; Cassens, 95.8; CCI, 92.8; Complete, 93.9; Convoy, 99.3; Cooper, 97.6; Dallas & Mavis (home of poor-mouth Gordon Birdsall), 93.7; E&L, 96.9; M&G, 98.3. NuCar brought up the rear with a losing 101.6, but the stockholders should be glad it's not worse with Bruce Jackson in charge. The operating ratio is costs as a percentage of revenue. The figures are compiled in Commercial Car Journal from ICC reports. Hadley was late in filing, as usual.